#1399439048 ID:88079189 HD 170 .C46 1993 no.3

The Bureau of Land Management Service Center Newsletter March 1993

CENTER SCENE

WE ARE FAMILY

On January 29, 1993, the Service Center's Black Employees Program Committee sponsored a program commemorating Dr. Martin Luther King, Jr.'s birthday. The keynote speaker was Thomas Wilson, Assistant Director for the Denver District of the Internal Revenue Service.

Linda Mozell, Black Employees Program Manager, and Frank Tisby, Master of Ceremonies, make a presentation during the program.

According to Wilson, Dr. King once said that all men are interdependent, and this interdependency is even more evident now. "We exist in a global society—as such it is necessary for us to learn to deal with others who are different from us," Wilson says. Businesses were the first to realize this. For example, the IRS had to develop a strategy to effectively deal with the diversity and meet the expectations of its customers.

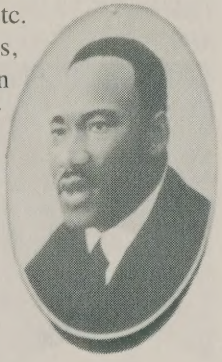
Wilson says that in addition to primary factors of diversity, such as race, age, sex, physical ability, and sexual orientation, there are some secondary factors that are less visible, such as education, religion, income, marital status, and geographic location. Issues arise not because these differences exist, but because we make judgments based on them. Wilson emphasizes, "It's not about ignoring differences. What we have is not a melting pot; what we have is more like a salad bowl—each thing retains its own flavor."

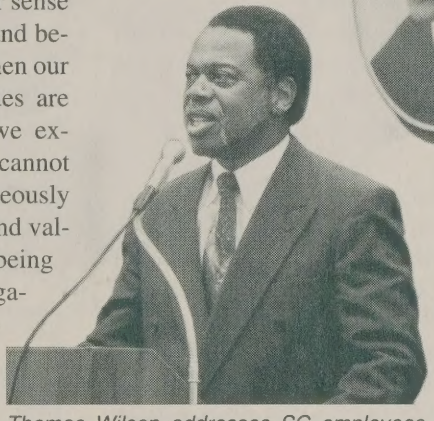
Wilson feels that diversifying the workforce differs from Equal Employment Opportunity and Affirmative Action. Diversification is not required by law—it is done voluntarily because it is productivity- and efficiency-driven. It is also a proactive (rather than a reactive) process that involves everybody; it is quality-focused, inviting people to bring their individual skills to the workforce.

A major barrier to diversity, according to Wilson, is that we all like sameness—or homogeneity—because it makes us feel comfortable, reduces conflict, and reinforces our sense of rightness and being right. When our ideas or values are challenged, we experience cognitive dissonance. We cannot retain two conflicting ideas simultaneously and retreat to our innermost ideas and values that have been reinforced as being right. Another barrier is that most organizations are based on Western European white male society values, and these organizations have been successful. Consequently, when women and minorities entered the workforce, they were required to change to fit the organization—the potential for positive change based on their differences was overlooked.

There are several practices we must change to achieve diversity, Wilson believes. First, we must get rid of collusion. Second, we must get rid of the idea that there are different starting points for different people, making it necessary for people to prove themselves over and over. Third, we need to recognize the benefits and the greater potential when each person feels a part of the organization and strive to create an environment where people feel they are respected and valued, and that what they say is important. Finally, we must empower people by allowing them to contribute ideas and suggestions to the system.

True diversity can be achieved when we treat people like *they* want to be treated, not treat them all the same or how *we* want to treat them. It is important to remember that we are all family, and not all family members are alike—they don't have the same needs, skills, etc. Wilson summarizes, "Individually we can do well, but together we can be absolutely great."





Thomas Wilson addresses SC employees during the Dr. Martin Luther King, Jr. celebration.

Federal Employees' Group Life Insurance (FEGLI)
Open Season
March 29-April 30, 1993

A LOOK INSIDE

Service Center Director's Staff

- Up Front
- Striving for SES
- New Chief Takes the Reins
- Creating Communications Products

Division of Administrative Services

- Seat Belts Save Lives
- What is PMDS?
- Designs on Colorado
- Making "Boonieville" Home
- Library Notes
- Murphy's Law of FIPR Procurements
- Community Service
- Cooperative Success
- Construction PALTs Bite the Dust

Also...

- New Fire Management Program
- Personnel News

UP FRONT—WITH THE SERVICE CENTER

The Service Center Director's Staff includes people with varied areas of expertise and diverse interests. The 28 employees have invested a total of 225 years with BLM and 388 years with the Federal Government. Most agreed to share some personal information under the condition that they wouldn't be teased!

■ **The Office of the Service Center Director** (SC-100) oversees the coordination and guidance of SC programs, and is responsible for the day-to-day administration of SC operations and resources.

Top l-r: L. Colville, B. Reynolds, L. Weyler. Bottom l-r: M. LeNoue, R. Dodd, J. Matis. Not pictured: C. Wood, R. Molinar.

Marv LeNoue, Service Center Director, has been with BLM for 31 years. Marv likes to fish from a boat, read, cook, and run farm machinery. Marv says, "I was born in the upstairs southeast bedroom of a farmhouse in Lot 2, Section 16, Township 135 North, Range 48 West, 5th Principal Meridian, Wilkin County, Minnesota. I don't remember what color the bedspread was, but the iron bed frame was green."

Associate Service Center Director, Linda Colville, has been with BLM for 1-1/2 years. She was born in Indianapolis, Indiana, and likes to ski, run, rollerblade (remember the cast!), bake bread, cook, and read.

Liz Weyler and Rheda Dodd are staff assistants to the SCD and ASCD, respectively. Liz, who was born in Alamosa, Colorado, has been with BLM for 9 years and enjoys reading and sports activities in her spare time. Rheda was born in Arkansas, has been with BLM for 4 years, and enjoys reading and shopping, not necessarily in that order.

Bobbie Reynolds is currently detailed as staff assistant to Linda Colville while Linda is detailed as Project Manager for the ALMRS/Modernization Integrated Project. Bobbie has been with BLM for 4 years. She was born in Yosemite National Park, California, and enjoys running, shopping, and hiking. Bobbie will be leaving the SC for Philadelphia in March.

John Matis, who has been with BLM for 10 years, is currently BLM's Education Program Officer at the Colorado School of Mines. John was born in Philadelphia, Pennsylvania, and likes to fish, read, and hang out with his kids.

Roger Molinar is on Intergovernmental Personnel Assignment to National Image, Inc. Roger, whose interests include fishing and softball officiating, was born in Saguache, Colorado, and has been with BLM for 22 years.

Chuck Wood, Automated Information Systems Security Officer (SC-102), has been with BLM for 13 years and was born in Edgewood, Texas. Chuck enjoys "pleasure" flying and he and two other SC employees recently purchased a new Mooney airplane.

■ **The Equal Employment Opportunity Staff** (SC-120), headed by Staff Chief Marci Briones, ensures that the SC is in compliance with the Civil Rights Act of 1964, Title VII, and the Equal Employment Opportunity Act of 1972. The Staff also tries to ensure that the SC reflects the diversity of the local communities.

Sandra Romero, EE Specialist, has been with BLM for 8 months and was born in Trinidad, Colorado. She likes to ski and participate in activities with her daughter's Girl Scout troop.

L to r: S. Romero, M. Briones, B. Pope.

Staff Assistant Brett Pope came to work at BLM 1-1/2 years ago after moving from her birthplace, Washington, DC. She enjoys being a homemaker and participating in activities with her family, but also likes to travel, shop, and attend art exhibits.

■ **The Program, Budget, and Evaluation Staff** (SC-130) provides guidance and assistance for all aspects of SC budget preparation and monitoring. The staff also conducts studies and evaluations for the SC and other BLM offices upon request.

Staff Chief Greg Graff, an avid (or was that rabid?) golfer, has been with BLM for 15 years. He shares his birthplace of Boston, Massachusetts, with another member of his staff, Ros Warren. Ros, a management analyst on the staff, has been with BLM for 18 years, and likes to read and bake in her free time.

Top l-r: A. Westlake, L. Trieste. Bottom l-r: R. Warren, P. Jackson. Not pictured: G. Graff.

Program Analysts Louise Trieste and Patrick Jackson have been with BLM for 15 years and 2 years, respectively. Louise was born in Detroit, Michigan, and she says (with mixed emotions) that her hobby is her house. Patrick was born in Birmingham, Alabama, and his favorite pastime is reading novels. Patrick will be leaving BLM in March to teach and work on his PhD.

Staff Assistant Anne Westlake was born in Rochester, New York, and has been with BLM for 2 years. Her spare time is spent running her nail salon business.

■ **The Technology Transfer Staff** (SC-140) assists SC and other BLM offices in creating effective, high-quality communications products. The Staff's employees have specialized expertise in the fields of

DIRECTOR'S STAFF

writing/editing, graphics, and audiovisual production.

Top l-r: B. Roetzer, P. Doran, J. Kapus, L. Hill, S. McNamara, B. Kyle. Bottom l-r: J. Koselak, J. Jung, B. Woerner, R. Hayes. Not pictured: K. Rohling.

Linda Hill and Bob Woerner are the writer/editors on the staff. Linda has been with BLM for 4-1/2 years, was born in Longmont, Colorado, and likes to cross-stitch and watch movies in her free time. Bob loves music and is into hiking in a very big way. He was born in Cadillac, Michigan, and has been with BLM for 13 years.

Bob Kyle and Randy Hayes, the staff's audiovisual production specialists, both came to BLM from private industry. Bob has been with BLM for 3-1/2 years and was born in Wichita, Kansas. As a result of his 25 years of television and network experience, his favorite pastime is TV. Randy has been with BLM for less than a year. He was born in Denver, but has traveled from the ski slopes of Colorado to the jungles of Costa Rica on freelance assignments. Randy likes music and is an offroad bicycling fanatic.

The employees in the graphics section of the staff all started their careers with BLM as Cooperative Education Program students. Peter Doran, the supervisor of the group, was born in Greenville, Pennsylvania. He has been with BLM for 8-1/2 years and is totally involved in family activities away from the workplace. Jennifer Kapus has been with BLM for 6 years, was born in Columbus, Georgia, and likes to paint and watch movies. Janine Koselak has been with BLM for 3 years, was born in Denver, and likes to draw in her free time. Beth Roetzer, also with BLM for about 3 years, was born in Buffalo, New York, and loves traveling. Stephanie McNamara has been with BLM for 7 months. She was born in Denver, and has a unique sense of humor, claiming that her hobbies are trimming poodles and snorting Jello.

Last, but not least, Jeff Jung and Kathy Rohling handle the administrative side of the staff. Jeff, the new chief, came to the staff in January. He has been with BLM for 14 years, was born in Upland, California, and likes to hunt, ski, and backpack. Kathy was born in Denver, and has been with BLM for 4 years. She likes to do plastic canvas sewing in her free time, but enjoys reading even more.

STRIVING FOR SES

Linda Colville, Project Manager for the ALMRS/Modernization Integrated Project, was accepted into the Senior Executive Service (SES) Candidate Development Program in January. SES is a personnel system for those who administer programs at the top levels of the Federal Government.

To apply for the program, Linda had to submit an updated SF-171, a 1-page biography, a statement of why she wanted to be in the program, and a rating by her supervisor. In addition, she had to prepare six half-page writeups addressing her potential in each of the following areas of competency:

- Integration of internal and external program and policy issues
- Organization representation and liaison
- Direction and guidance of programs, projects, or policy development
- Acquisition and administration of financial and material resources
- Utilization of human resources
- Review of implementation and results

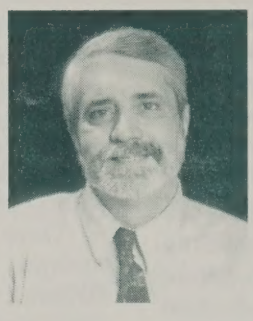
These same areas of competency are used as selection criteria for SES positions.

There were more than 70 applications submitted for BLM. These applications were rated by a panel. The panel forwarded 14 names to the Department of the Interior, where the supervisory skills of each applicant were assessed. These packages were then forwarded to the Department's Executive Resources Board, chaired by the Assistant Secretary for Policy, Management, and Budget. The Board reviewed applications from all bureaus and the Department and made the final selections. Linda was one of five BLM applicants accepted into the program; two of the five were female. Linda says, "I am very happy with the quality of people selected and I'm looking forward to having a really good class."

Once in the program, Linda will work with a sponsor to develop an Individual Development Plan. She will then complete her classroom training, including some courses that are common to all participants, as well as some that will be specific to her. In addition, Linda will complete developmental assignments, such as working in a different office, working on a specific project, working with a professional association, or shadowing another person. At least one of these assignments will be for 1 month or more. Participants are encouraged to increase their understanding of areas outside the Bureau in their developmental assignments.

At the end of the program, an assessment of Linda's work will be forwarded to the Office of Personnel Management (OPM). If OPM agrees that Linda's experience and developmental activities are sufficient, they will certify her eligible for placement into SES. For the following 3 years, at the Department's discretion, Linda will be eligible to be placed into SES positions without further competition. Linda says, "I'm really happy to have this developmental opportunity and hope to be able to use this experience to help the Bureau."

NEW CHIEF TAKES THE REINS



Jeff Jung (pronounced "young") assumed leadership of the Technology Transfer Staff in January. With his master's degree in industrial psychology and years of Bureau supervisory and management experience, Jeff brings a wealth of both theory and practice to his new role.

Raised by a Marine First Sergeant, Jeff had attended 18 different schools by the time he received his high school diploma. One "highlight" of his high school years was being stricken by a rare and usually fatal strain of spinal meningitis and having a priest administer last rites. Despite being totally paralyzed from the neck down and spending 3 months in an iron lung, Jeff caught up in his courses and graduated on schedule with his class.

Jeff joined the Air Force as an electronics technician, and served a year in Vietnam. He then attended college and worked straight through to receive his master's degree in 1974. He worked for 5 years as an Air Force civilian psychologist specializing in productivity studies.

Jeff launched his BLM career as a Management Analyst for the California State Office. During his 2 years on this assignment, he implemented a massive reorganization involving 360 employees and 14 separate offices in just 18 months, within budget and with no employee complaints!

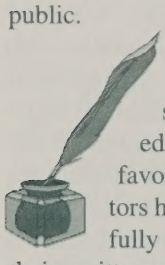
Jeff's next stop was the obligatory Washington Office tour of duty. Working as an evaluation specialist, Jeff oversaw evaluations of field offices and developed and provided training. Arriving at the SC in January 1983, Jeff began as Implementation Chief for the ALMRS Office. He then moved on to become the BLM-MMS Liaison Team Leader, the Minerals Branch Chief in Resources, the Hazardous Materials Section Chief, and the SC Resource Apprenticeship Program for Students (RAPS) and Adopt-A-School Coordinator.

In addition, Jeff has served since April 1983 as the Area Chair for Research and Quantitative Analysis for the University of Phoenix. He manages the academic aspects of this program for the Denver campus of the university, trains and evaluates faculty, and teaches both graduate and undergraduate classes. He also serves as a book reviewer for Dryden Press, which publishes academic texts, and consults on research and quantitative analysis issues for universities and hospitals.

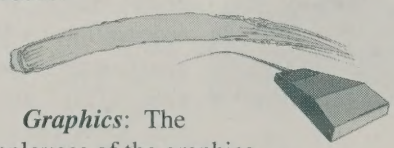
As busy as all of these professional activities keep him, Jeff and his family find time to pursue many personal interests. Backpacking, elk and quail hunting, downhill skiing, golf, photography, and the poetry of Robert Service keep Jeff off the streets and out of trouble. Someday, Jeff would like to take a year and spend it in Alaska's backcountry. He would also like to teach college full time after he retires.

CREATING COMMUNICATIONS PRODUCTS

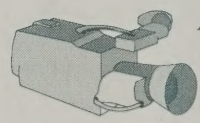
Although the staff is named Technology Transfer, it could more descriptively be called the Creative Communications Staff. The Staff works as a team with clients at the Service Center, in the Washington Office, and in the field to plan, write, design, and produce effective communication products. The products are used by a wide variety of audiences, including Bureau employees, top managers in BLM and the Department, congressional staffs, professional organizations, and the general public.



Writing/Editing: Pages dotted with red ink signify the work of a writer/editor, who is not always a favorite with clients. Writer/editors have the difficult job of tactfully letting authors know that their written words may not be perfect, while still maintaining a good working relationship with them. The writer/editors on the staff not only create original written material, they edit, revise, and rewrite material written by others to improve content, consistency, and organization. The writer/editors ensure that material is written at the appropriate level for the intended audience. Though not as "flashy" as the work of the rest of the staff, the work of the writer/editors has a great impact on the final product.



Graphics: The employees of the graphics staff often seem like magicians—they can turn abstract thoughts and ideas into effective visual images, and they can turn ordinary typed drafts into professional looking documents. The graphics office employs a highly talented group that designs and creates printed materials, exhibits, and presentation materials. They produce black and white technical notes, glossy color brochures, posters, major conference exhibits, slides, overhead transparencies, briefing boards, interactive computer-driven presentations, and everything in between. The graphics staff strives to create attractive, easy-to-use products that make a good impression and reflect positively on the Bureau.



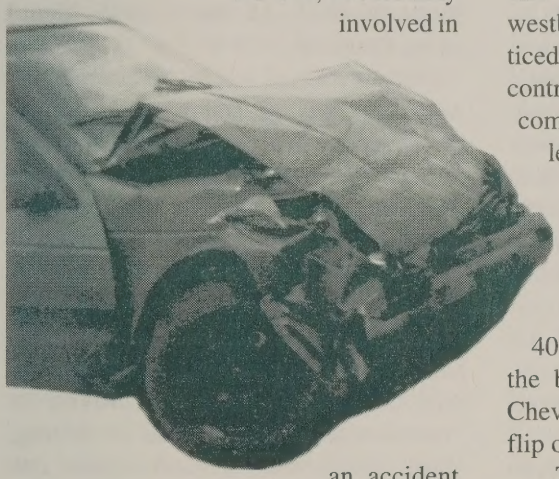
Audiovisual Production: "That's a wrap" signals completion of a "shoot" for the video production staff, but the actual taping session is only a fraction of the work that goes into producing video programs. Weeks before taping, planning and consultation to determine the audience and purpose of the presentation precede scriptwriting and revision. Casts include BLM staff and professional actors. Shooting takes place outdoors in the field, in offices, and in the Bureau of Reclamation studio, using recently acquired broadcast Betacam equipment. After the shoot, many more hours are spent using in-house computer editing equipment, adding music and effects, and pulling all the pieces together into an effective video production.

These services are available to anyone in the Bureau who is planning a communications product. If you would like to see any of the Staff's recent products, or if you would like their assistance with your communication product, just give them a call at 303-236-6567.

SEAT BELTS SAVE LIVES!

Many of us have been fortunate enough not to have been involved in a serious vehicle accident—knock on wood. For those less fortunate, wearing the seat belt may have been a lifesaving experience or prevented serious injury.

One of our coworkers can attest to just that. John Matis, Education Officer in SC-100, was recently involved in



an accident that resulted in a Ford Aerostar minivan completely flipping over, trapping an elderly woman driver inside the damaged vehicle.

The accident occurred at approximately 10:25 a.m. on Thursday, January 14, 1993. John was returning from Alamosa, Colorado, where he had been coordinating an educational program with BLM employees and other agencies. He was traveling westbound on Colorado 160 when he noticed the driver in the eastbound lane losing control of her minivan. The van spun in a complete circle before it crossed into the left lane in which he was approaching. Because the road was slick due to icy conditions and the vehicle was quickly approaching, John could only pump his brakes twice before hitting the minivan at approximately 40 miles per hour. The van was struck in the back rear axle with the SC's 1990 Chevrolet Corsica, causing the minivan to flip over and skid on its top off the road.

The impact at this speed was obviously significant, buckling the front end of the Corsica and thrusting John at the windshield. Fortunately, he was restrained by the seat belt he was wearing. After a few seconds, John regained his breath and composure enough to unbuckle and push open the driver's door. His first thought was, "It worked—the seat belt worked!" He then spotted the minivan lying in the snow upside down. John quickly went to the aid of the other driver, who required assistance in escaping from the wreckage. She was in shock and required attention until the rescue squad arrived.

Both drivers, although sore and bruised, escaped serious injury because they were wearing their seat belts. Both vehicles were totaled after this accident. These drivers were fortunate as John will quickly tell you. Although seat belts are mandatory at all times when operating a Government vehicle—be safe and smart by buckling up at all times whenever driving. Like John, it might make the difference for you or one of your family members some day.

WHAT IS PMDS?

Have you ever wondered where all those forms and publications you use every day come from? Or how about all those supplies that assist you in doing your job effectively, or how you got your desk and computer? Just who is responsible for supplying the Service Center with this mountain of goods? It is the responsibility of the Printed Materials Distribution Section (PMDS) to make sure you have the printed materials, supplies, and equipment that you need to do your job.

PMDS is in the Branch of Personal Property and Office Services. It has Service Center, Bureauwide, and Departmentwide responsibilities to provide a centralized stocking and distribution point to all field offices for printed materials. These materials are distributed to approximately 1,300 field locations nationwide. Printed materials consist of all Bureau forms and Manual Releases; Department forms; Standard and Optional forms; Bureau signs, labels, decals, and trail markers; Technical Notes; and books, pamphlets, and brochures. PMDS maintains an ongoing inventory of approximately 2,300 different printed items valued at over $1.5 million. This inventory is under the control of Bob Stahl, Inventory Management Specialist, and data entry work is completed by Thelma Dowds, Supply Clerk. Materials Handler Foreman, Frank Tisby, along with Material Handlers Don McArdle, Bob Sears, John Vigil, and Supply Clerk, Becky Tague, run the warehouse operations. The warehouse, which is located in Building 41 and covers some 26,000 square feet of space, is the receiving point for all personal property, equipment, and supplies ordered for SC offices. It is the collection point for all excess property before it is disposed of and is also the collection point for "waste not" paper from SC offices.

The in-house reproduction center in Building 50 is also part of PMDS, and is run by Keith Smith, Duplicating Equipment Operator. It provides duplicating services to all offices for internal administrative reproduction. PMDS is also the focal point for all contracted printing activities with the U.S. Government Printing Office (GPO). Carl Anderson, Supervisory Printing Specialist and Chief of PMDS, along with Printing Assistant Sherri Hendren, work with GPO to print materials stocked in PMDS and provide printing support for Washington and several State Offices. Responsibility for the Bureau's forms management is also assigned to PMDS and is managed by Karen Wrenn, Management Analyst, who oversees the overall Bureau forms program and assists State Offices in their forms programs and reviews.

The goal of PMDS is to be completely "service oriented," and the Section strives to establish itself throughout the Bureau and Department with this concept.

DESIGNS ON COLORADO

Karen Wrenn, Bureau Forms Analyst, was reassigned to the Service Center last August as part of the Bureau's "rightsizing" efforts. She has been assigned to the Printed Materials Distribution Section.

Karen was born in Wilkes Barre, Pennsylvania, and moved to the coastal town of Rye, New York, shortly afterward. After graduating high school, she moved to northern Virginia where she attended Northern Virginia Community College. Through the college's Cooperative Education Program, she was hired by the U.S. Geological Survey providing administrative and computer-related assistance to the Manpower Section, Water Resources Division. She then transferred to the Minerals Management Service, Onshore Operations, joining their Graphic Support Section. As a result of the MMS-BLM merger in 1980, Karen says, "I was introduced to the commuting reality of working in Washington, DC." At BLM she was assigned to the Division of Administrative Services, continuing to design large- and small-scale graphics. In 1984, she was promoted to Bureau Forms Analyst. She enjoys the variety of duties this position allows her to perform, such as managing over 600 forms, designing forms on her Apple-Macintosh computer, and working with a wide diversity of BLM personnel.

Some of Karen's interests include playing piano, singing, crafts, skiing, hiking, and playing tennis. Her husband, Dennis, has just been hired by the National Park Service as a Replacement Cost Analyst. Karen says, "We are looking forward to getting settled in this beautiful state and also taking advantage of the many cultural and outdoor activities Colorado has to offer."

MAKING "BOONIEVILLE" HOME

Lee Campbell is the Bureau's Printing Officer who was "rightsized" from the Washington Office to the Service Center in August 1992. He is responsible for developing and implementing Bureau printing policy and assisting BLM offices in implementing the recommendations of the Bureau Printing Study. He is also responsible for managing the Bureau's reprographics program and developing policy on the use of recycled paper and laser printer toner cartridges. Lee works very closely with BLM's Office of Public Affairs in Washington, the Department's Division of Printing and Publications, the Bureau's printing specialists and coordinators, and his counterparts in other Interior bureaus. While his job here is similar to what it was in Washington, he spends more time coordinating with the people back there by phone and fax.

Lee was born in Bradford, Pennsylvania, and has a master's degree in public administration from the University of Pittsburgh and a bachelor's degree in business administration from St. Bonaventure University. He is a Lieutenant Colonel in the U.S. Army Reserve. He has spent the 22 years of his Civil Service career in Washington, DC. In addition to BLM, Lee has worked as an auditor and a management analyst at the Bureau of Engraving and Printing, and as a management/program analyst at the U.S. Postal Service, the U.S. Secret Service, and the Interstate Commerce Commission.

Lee is married and has three children, April, 16, Chris, 12, and Brian, 5. He and his family had mixed emotions about relocating to Denver. All their family and ties were back East, and except for a few business trips by Lee, they had never been to Colorado. They had lived in their Arlington, Virginia neighborhood for 16 years, which made saying goodbye difficult. But his family is adjusting—even April, who is still convinced that they moved to "Boonieville." Lee's interests are fishing, skeet- and trapshooting, and soccer. Lee had to give up Chris' soccer team, which he had coached for 10 seasons, when he moved; however, he is hoping to coach Brian's team this spring.

LIBRARY NOTES

The Bureau library can provide substantial help to employees working on special or ongoing projects by performing a computerized literature search. This service is available to all employees for work-related information needs.

A computerized literature search results in a bibliography of journal articles, papers from proceedings, books, and reports covering any subject, tailor-made for the requestor. It can be on any topic, from the nesting habits of raptors to designing a computer program to track projects. In each case, the requestor provides a list of key words to the reference librarian that describe the kind of information that he or she is looking for. Those key words are then used by the librarian to design a search that may span several online databases. Searches can also be designed for ongoing information needs, so that updates are run on a regular basis, and the requestor is kept up to date on materials as they are published. This is called a Selective Dissemination of Information (SDI) search and can run for a few months or years, depending on the length of the project or information need.

After the search is performed, the requestor receives a personalized bibliography and can request documents from that search from the interlibrary loan staff of the library. It doesn't matter whether the materials are owned by our own library or not. Through interlibrary loans we have access to thousands of library collections around the world. So the next time you need information, remember to call the library and let them gather the data you need. The reference number for the library is (303) 236-6648 or -6649, and the interlibrary loan number is (303) 236-6650. Your library staff is waiting to help you. Give them a call!

MURPHY'S LAW OF FIPR PROCUREMENTS

Unlike Moses, who had the help of divine intervention to part the Red Sea, the Branch of Information Resource Acquisition (SC-652) must valiantly struggle to part the veiled regulations, published policies, public laws, and statutes that surround and govern the acquisition of Federal Information Processing Resources (FIPR). These resources are commonly referred to as Automated Data Processing (ADP) resources and include such items as hardware, software, telecommunications, maintenance, etc., that everyone has become so dependent upon to accomplish their daily workload and special assignments.

As most everyone is aware, BLM is and has been for some time conducting the ALMRS/Modernization Project acquisition. This action is the largest FIPR procurement in the history of BLM, and, as such, has received the most attention and scrutiny of any FIPR-related acquisition process. After a number of years of assessing, validating, and planning for BLM requirements, the Request For Proposal for the ALMRS/Modernization Project was finally released and proposals were received from the vendor community. The proposals received are currently being evaluated to determine which one offers the best value, all factors considered, to BLM. Since this is a very sensitive time during the procurement cycle, acquisition-related specifics cannot be discussed with individuals who do not have a need to know. So don't be surprised if a question regarding the acquisition is ignored or solicits a response of no comment from those individuals assigned to this evaluation process.

While the ALMRS/Modernization Project receives all the headlines and center ring billing, the Branch of Information Resource Acquisition quietly continues to perform the FIPR acquisitions necessary to support FIPR requirements of the Service Center and the rest of BLM. These efforts include the procurement of support services such as maintenance for existing hardware and software platforms, procurement of hardware and/or software necessary to meet BLM requirements, studies and analysis of current and future needs, telecommunication systems, etc.

Regretfully, due to the complexities of a FIPR procurement process, a well known individual named Murphy (as in Murphy's Law) is always lurking in the shadows. So, if you have identified a FIPR requirement, do not hesitate to immediately contact the Branch of Information Resource Acquisition at 303-236-9038. By involving this Branch early in the acquisition cycle, the impact of Murphy can be minimized or totally eliminated. Additionally, the Branch is an excellent source of information for potential contractors, GSA Schedule availability, alternative procurement strategies, and advice concerning the applicable procedures and approvals required for executing a FIPR acquisition.

COOPERATIVE SUCCESS

Gwendolyn Burton is a student trainee/realty specialist in the Real Property and Space Acquisition Section, Branch of Procurement. Gwen joined the Service Center during the summer of 1992 as a Cooperative Education Program (co-op) student. She returned to the Service Center in January to complete her co-op work assignment.

Gwen was recruited from Alabama A&M University, a Historically Black College/University (HBCU) located in Huntsville, Alabama, where she received her bachelor's degree in marketing in 1985. Gwen is currently pursuing a master's degree in business administration, with a concentration in logistics/procurement. Upon completion of her current co-op work assignment, Gwen will satisfy the requirements for her degree, which will be conferred in May 1993.

Gwen is married to Robert, a postal employee, and has two children, Robert IV (age 6), and Miles (age 3). Gwen is also a Captain, Quartermaster, in the U.S. Army Reserve.

COMMUNITY SERVICE

Naamon Owens, Section Leader of the Real Property and Space Acquisition Section, was recently recognized by the American Legion for his community service. The American Legion is an organization of veterans who have served their country during times of hostilities. For the past 2 years, Naamon has served as the Commander of his local post. Under Naamon's leadership, his post has provided volunteer services at the Veterans' Administration Hospital and at the Denver Rescue Mission. Naamon also speaks to public school students on the subject of Americanism, and he is involved in sponsoring oratorical competitions at local high schools.

CONSTRUCTION PALTs BITE THE DUST

In the procurement business, the length of time from the receipt of a procurement request until the award of a contract is referred to as Procurement Administrative Lead Time (PALT). PALT is one of many indicators of the quality of customer service and, for 2 consecutive years, the Construction and Services Section has made substantial improvements in the timeliness of the services they provide. FY 90 lead times were reduced by 12.5 percent in FY 91, and FY 91 lead times were reduced by 13.8 percent in FY 92. This resulted in average lead times of 90.5 calendar days in FY 92.

The average PALT of 90.5 calendar days includes many projects for which the published *minimum* lead times are 85 calendar days. It also includes a substantial number of complex procurements, such as major construction and architect/engineer design services contracts that normally require 120 to 210 calendar days. Therefore, maintaining an average PALT of 90.5 calendar days is a significant achievement that translates into substantially improved customer service.

NEW FIRE MANAGEMENT PROGRAM

The Service Center now has a new Fire Management Officer, Susan Goodman, working on the second floor of Building 40. Susan, a forester and veteran firefighter, will be coordinating fire training, prevention, and detection programs as a part of the interagency wildfire program. She will also be acting as a liaison between the Service Center and the Washington Office, as well as coordinating with the National Interagency Fire Center (NIFC, formerly BIFC) in Boise, Idaho.

One of Susan's goals this year is to get interested Service Center employees out working fires in a wide range of jobs. Any BLM employee can request fire training and can usually transfer the skills of his/her regular job to a fire-related assignment. Currently, there are 40 Service Center employees qualified for fire duty. Last year, 20 of these actually went out to fires.

Fire program volunteers must be available for at least 2 weeks at a time for travel to a fire, or can work at the Rocky Mountain Fire Coordination Center at Jefferson County Airport in Broomfield. Employees receive training, travel, and their regular salaries through the fire program.

Skills needed on a fire, besides firefighting, are as diverse as the types of jobs at the Service Center. As part of a support operation, Service Center employees are uniquely qualified to work in a fire support capacity. Fire assignments may be in the areas of procurement and finance; dispatching and timekeeping; driving and warehousing; communications; helicopter personnel; and others. Available training can be worked around an individual's schedule and includes classroom and self-study courses.

Education about fire and fire prevention is also an important part of Susan's job. She can provide useful information and personal consultation to anyone who lives in a home along the urban/wildlands interface, which is especially at risk for wildfire. Also, for the first time, the Service Center will be participating this year in school presentations and Smokey the Bear appearances, which are targeted at educating children about fire.

Susan will also be monitoring the development of the Initial Attack Management System (IAMS), a state-of-the-art computer system designed to predict and pinpoint the location of fires. This Bureauwide and interagency effort is being conducted jointly in Boise, Fairbanks (Alaska), and here at the Service Center. The automated system includes lightning strike detection; lightning is the most common cause of wildfires and strikes can be viewed on the IAMS screen almost simultaneously with their occurrence. A series of fire information maps can be overlaid to help analyze fire behavior and improve dispatching efforts.

If you are interested in training for fire duty, volunteering for fire prevention programs, or learning more about fire, please contact Susan Goodman, at 236-4242, or stop by her office on the west end of Building 40, second floor.

A Real Firefighter Among Us

When Susan Goodman was first studying for her bachelor's degree in forestry at the University of California at Berkeley, she didn't dream of ever becoming a firefighter. But after several years of forestry work, and research to earn a master's degree in natural resources, fire has gotten into her blood.

> "I ENJOY THE CAMARADERIE ON A FIRE"

Before coming to BLM, Susan spent 8 years working with the U.S. Forest Service on the Plumas National Forest in California and the Helena National Forest in Montana. She began her career as a Forestry Technician during the summers while she attended college, and participated in "prescribed burning," which is deliberate setting and controlling of fires for natural resource purposes.

Susan spent a couple of years doing silviculture (inventorying and growing trees) and continued firefighting. She also worked on various fire crews, including a hotshot crew (which conducts initial attack on a fire). "I enjoy the camaraderie on a fire," she said. "Everybody's working together." As her interest in fire grew, she became a fire forester, specializing in analyzing "fuels"—the types and conditions of vegetation which precipitate fires—and planning procedures for prescribed burns. Now, as our new Fire Management Officer, Susan is filling a role which also exists in every BLM State Office and in the field.

Susan is a native of Sacramento, and the Rocky Mountains attracted her to Denver. When she isn't fighting fires, she also enjoys skiing, ice skating, basketball, refinishing furniture, and gardening. Susan is married to Michael Goodman, a news photographer from Carlsbad, California. They camp, backpack, and travel together, and live in Lakewood. They frequently explore natural hot springs in areas of the West where they have lived.

PERSONNEL NEWS

New Employees:

Mary DeHerrera, Mail Clerk, SC-657
Gloria Hildreth, Employee Relations Assistant, SC-632
Christina Vaughn, Secretary, SC-213

Separations:

Arlene Clark, Financial Systems Analyst, SC-616
Sandra Tokarczyk, Operating Accountant, SC-615